

**CONFIDENTIAL**

TSSG/RED-1915/69  
10 November 1969

MEMORANDUM FOR: Executive Officer, TSSG

SUBJECT : Recruitment of Scientific Personnel

25X1 1. This memorandum is intended to bring to your attention a problem which has arisen in the area of personnel recruitment for the Research and Engineering Division. As you are aware, with the acquisition of [ ] from OCS and [ ] from TSD/DDP, all available RED slots, with the exception of one GSS-11, will be filled. This is highly unfortunate as we are currently in a somewhat unique situation. Due to the cancellation of a large number of government contracts, there currently is a considerable amount of scientific and engineering talent suddenly immediately available in disciplines where we have been previously unable to hire, i.e., operations analysis, optics, and electrical engineering--areas which are definitely weak points in our current personnel resources. Added to this problem is the impending availability of a number of highly rated co-ops with two or more years experience in RED. All of this against one GSS-11 vacancy. This is not a new problem, nor will there be any magical solution.

2. This memorandum is written to make you aware of the situation and to request some policy guidance. In the past, [ ] had indicated to us that if we could recruit exceptional individuals in areas of badly needed expertise, i.e., optics, EE, etc., that consideration could be given to these people on an ad hoc basis--even if there were no existing vacancies on our TO. In light of the current situation, it appears reasonable to ask if this guidance is still valid because the opportunity exists now. If there is an increase in government funded R&D in the near future, these people will return to industry and once again be unavailable.

3. In your review, also bear in mind that we face an increased budget and project load in the future if we can believe our R&D budget projections for the 1970's. The time to think about our staffing problems is upon us. The Research and Engineering Division requests some policy

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guidance in this area. We will gladly supply you with lists of critical talents and the names of available personnel or any additional information and details which you require.

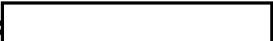


Chief, Research and Engineering Division

Distribution:

Orig - Addressee

2 - RED/TSSG

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